

RESOLUTION NO. 3348

RESOLUTION APPROVING THE "MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF LODI AND CITY OF LODI CHAPTER, SAN JOAQUIN COUNTY EMPLOYEES ASSOCIATION, INC." AND APPROVING SALARY INCREASES FOR THREE UTILITIES CLASSIFICATIONS.

RESOLVED, that the "Memorandum of Understanding Between the City of Lodi and City of Lodi Chapter, San Joaquin County Employees Association. Inc." dated February 4, 1970, a copy of which is annexed hereto and made a part hereof as if set forth in full herein, be and the same is hereby approved and adopted by the City Council of the City of Lodi.

BE IT FURTHER RESOLVED. that the salary range of three utility classifications shall be increased as follows:

Assistant Superintendent of Utilities - 5 % increase

\$1023-1074-1127-1184-1243

Electrical Engineer - 5% increase

\$950-998-1048-1100-1155

Utilities Superintendent - 5% increase

\$883-927-974-1023-1074

FURTHER RESOLVED, that in accordance with Resolution No. 3308, the above salary increases shall become effective as of September 1, 1969.

Dated: February 4, 1970

I hereby certify that the foregoing Resolution No. **3348**
was passed and adopted by the City Council of the City of
Lodi in regular meeting held February **4**, 1970, by the
following vote:

Ayes: Councilmen - BROWN, CULBERTSON, HUNNELL,
SCHAFFER **and** KIRSTEN

Noes: Councilmen - None

Absent: Councilmen - None



City of Lodi, California

MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF LODI

AND

CITY OF LODI CHAPTER,
SAN JOAQUIN COUNTY EMPLOYEES ASSOCIATION. INC.

This Memorandum of Understanding between the City of Lodi and the City of Lodi Chapter, San Joaquin County Employees Association, Inc. constitutes the results of meeting and conferring in good faith as prescribed in Section 3505 of the Government Code of the State of California. The salaries and fringe benefits set forth in this agreement have been mutually agreed upon by the designated 'representatives of the City of Lodi and the City of Lodi Chapter, San Joaquin County Employees Association, Inc., hereinafter called Employees Association, and the signatories to this Memorandum of Understanding are the official representatives of said city and said employee organization.

This document shall be submitted to the City Council of the City of Lodi for that body's review and final determination.

In accordance with the terms and conditions of City of Lodi Resolution No. **3312** entitled, "Implementing Meyers-Miliias-Brown Act By Establishing Procedures For Administration Of Employer-Employee Relations Between The City of Lodi And Its Employee Organizations; And **For** Resolving

Matters Affecting Employment" formal recognition of the Employees Association for purposes of meeting and conferring in good faith as the majority representative of City of Lodi employees in the classified service has been granted in the following appropriate units:

1. Police Department - all sworn peace officers as defined by the Public Employees Retirement System.
2. Fire Department - all fire fighters as defined by the Public Employees Retirement System.
3. All miscellaneous employees except employees of the Utilities Department (the Account Clerk position in the Utilities Department is included as part of the miscellaneous employees unit.)

The terms and conditions of this Memorandum of Understanding are applicable to the classes in the classified service in the above enumerated appropriate units.

The City of Lodi and the Employees Association mutually agree that existing salaries, hours and other terms and conditions of employment of those classes constituting said units and represented by the Employees Association are amended as set forth herein and applicable ordinances, resolutions, rules and policies shall be appropriately amended to incorporate said agreements:

1. The City Council of the City of Lodi agrees to incorporate in a salary resolution to be effective September 1, 1969 the following salary adjustments:

CLASS

Police Unit

Police Captain

Salary Range Effective 9-1-68	\$ 862 - 905 - 950 - 998 - 1,048
Salary Range Effective 9-1-69	\$ 927 - 974 - 1,023 - 1,074 - 1,127

Police Lieutenant

Salary Range Effective 9-1-68	\$ 782 - 821 - 862 - 905 - 950
Salary Range Effective 9-1-69	\$ 841 - 883 - 927 - 974 - 1,023

Police Sergeant

Salary Range Effective 9-1-68	\$ 710 - 745 - 782 - 821 - 862
Salary Range Effective 9-1-69	\$ 763 - 801 - 841 - 883 - 927

Identification Officer

Salary Range Effective 9-1-68	\$ 710 - 745 - 782 - 821 - 862
Salary Range Effective 9-1-69	\$ 763 - 801 - 841 - 883 - 927

Detective

Salary Range Effective 9-1-68	\$ 644 - 676 - 710 - 745 - 782	}
Salary Range Effective 9-1-69	\$ 727 - 763 - 801 - 841 - 883	

Police Officer

Salary Range Effective 9-1-68	\$ 613 - 644 - 676 - 710 - 745
Salary Range Effective 9-1-69	\$ 660 - 693 - 727 - 763 - 801

Fire Unit

Assistant Fire Chief

Salary Range Effective 9-1-68	\$ 821 - 862 - 905 - 950 - 998
Salary Range Effective 9-1-69	\$ 862 - 905 - 950 - 998 - 1,048

CLASS

Fire Unit

Chief Fire Inspector

Salary Range Effective 9-1-68 \$ 782 - 821 - 862 - 905 - 950

Salary Range Effective 9-1-69 \$ 821 - 862 - 905 - 950 - 998

Fire Captain

Salary Range Effective 9-1-68 \$ 710 - 745 - 782 - 821 - 862

Salary Range Effective 9-1-69 \$ 745 - 782 - 821 - 862 - 905

Fire Engineer

Salary Range Effective 9-1-68 \$ 613 - 644 - 676 - 710 - 745

Salary Range Effective 9-1-69 \$ 644 - 676 - 710 - 745 - 782

Fireman

Salary Range Effective 9-1-68 \$ 584 - 613 - 644 - 676 - 710

Salary Range Effective 9-1-69 \$ 613 - 644 - 676 - 710 - 745

Miscellaneous Unit

Account Clerk

Salary Range Effective 9-1-68 \$ 415 - 436 - 458 - 481 - 505

Salary Range Effective 9-1-69 \$ 447 - 469 - 493 - 517 - 543

Accounts Collector

Salary Range Effective 9-1-68 \$ 543 - 570 - 598 - 628 - 660

Salary Range Effective 9-1-69 \$ 570 - 598 - 628 - 660 - 693

Assistant City Engineer

Salary Range Effective 9-1-68 \$ 974 - 1,023 - 1,074 - 1,127 - 1,184

Salary Range Effective 9-1-69 \$ 1,048 - 1,100 - 1,155 - 1,213 - 1,270

CLASS

Miscellaneous Unit

Assistant Civil Engineer

Salary Range Effective 9-1-68 \$ 801 - 841 - 883 - 927 - 974

Salary Range Effective 9-1-69 \$ 841 - 883 - 927 - 974 - 1,023

Assistant Finance Director

Salary Range Effective 9-1-68 \$ 782 - 821 - 862 - 905 - 950

Salary Range Effective 9-1-69 \$ 841 - 883 - 927 - 974 - 1,023

Assistant Planner

Salary Range Effective 9-1-68 \$ 710 - 745 - 782 - 821 - 862

Salary Range Effective 9-1-69 \$ 763 - 801 - 841 - 883 - 927

Assistant Poundmaster

Salary Range Effective 9-1-68 \$ 493 - 517 - 543 - 570 - 598

Salary Range Effective 9-1-69 \$ 517 - 543 - 570 - 598 - 628

Associate Civil Engineer

Salary Range Effective 9-1-68 \$ 883 - 927 - 974 - 1,023 - 1,074

Salary Range Effective 9-1-69 \$ 950 - 998 - 1,048 - 1,100 - 1,155

Building Inspector

Salary Range Effective 9-1-68 \$ 676 - 710 - 745 - 782 - 821

Salary Range Effective 9-1-69 \$ 727 - 763 - 801 - 841 - 883

Chief Building Inspector

Salary Range Effective 9-1-68 \$ 782 - 821 - 862 - 905 - 950

Salary Range Effective 9-1-69 \$ 821 - 862 - 905 - 950 - 998

Chief Sewage Plant Operator

Salary Range Effective 9-1-68 \$ 644 - 676 - 710 - 745 - 782

Salary Range Effective 9-1-69 \$ 693 - 727 - 763 - 801 - 841

CLASS

Miscellaneous Unit

Dispatcher - Clerk

Salary Range Effective 9-1-68 \$ 493 - 517 - 543 - 570 - 598

Salary Range Effective 9-1-69 \$ 530 - 556 - 584 - 613 - 644

Engineering Aide I

Salary Range Effective 9-1-68 \$ 530 - 556 - 584 - 613 - 644

Salary Range Effective 9-1-69 \$ 556 - 584 - 613 - 644 - 676

Engineering Aide II

Salary Range Effective 9-1-68 \$ 584 - 613 - 644 - 676 - 710

Salary Range Effective 9-1-69 \$ 613 - 644 - 676 - 710 - 745

Engineering Assistant

Salary Range Effective 9-1-68 \$ 644 - 676 - 710 - 745 - 782

Salary Range Effective 9-1-69 \$ 676 - 710 - 745 - 782 - 821

Equipment Maintenance Man

Salary Range Effective 9-1-68 \$ 505 - 530 - 556 - 584 - 613

Salary Range Effective 9-1-69 \$ 543 - 570 - 598 - 628 - 660

! Janitor

Salary Range Effective 9-1-68 \$ 447 - 469 - 493 - 517 - 543

Salary Range Effective 9-1-69 \$ 469 - 493 - 517 - 543 - 570

Junior Civil Engineer

Salary Range Effective 9-1-68 \$ 693 - 727 - 763 - 801 - 841

Salary Range Effective 9-1-69 \$ 745 - 782 - 821 - 862 - 905

Junior Planner

Salary Range Effective 9-1-68 \$ 613 - 644 - 676 - 710 - 745

Salary Range Effective 9-1-69 \$ 660 - 693 - 727 - 763 - 801

CLASS

Miscellaneous Unit

Laboratory Technician

Salary Range Effective 9-1-68 \$ 556 - 584 - 613 - 644 - 676

Salary Range Effective 9-1-69 \$ 598 - 628 - 660 - 693 - 727

Laborer

Salary Range Effective 9-1-68 \$ 436 - 458 - 481 - 505 - 530

Salary Range Effective 9-1-69 \$ 458 - 481 - 505 - 530 - 556

Maintenance Man I

Salary Range Effective 9-1-68 \$ 469 - 493 - 517 - 543 - 570

Salary Range Effective 9-1-69 \$ 505 - 530 - 556 - 584 - 613

Maintenance Man II

Salary Range Effective 9-1-68 \$ 505 - 530 - 556 - 584 - 613

Salary Range Effective 9-1-69 \$ 543 - 570 - 598 - 628 - 660

Maintenance Man III

Salary Range Effective 9-1-68 \$ 536 - 584 - 613 - 644 - 676

Salary Range Effective 9-1-69 \$ 598 - 628 - 660 - 693 - 727

Mechanic

Salary Range Effective 9-1-68 \$ 584 - 613 - 644 - 676 - 710

Salary Range Effective 9-1-69 \$ 628 - 660 - 693 - 727 - 763

Meter Reader-Collector

Salary Range Effective 9-1-68 \$ 517 - 543 - 570 - 598 - 628

Salary Range Effective 9-1-69 \$ 543 - 570 - 598 - 628 - 660

Operations Supervisor

Salary Range Effective 9-1-68 \$ 763 - 801 - 841 - 883 - 927

Salary Range Effective 9-1-69 \$ 821 - 862 - 905 - 950 - 998

CLASS

Miscellaneous Unit

Park Foreman

Salary Range Effective 9-1-68 \$ 644 - 676 - 710 - 745 - 782

Salary Range Effective 9-1-69 \$ 676 - 710 - 745 - 782 - 821

Park Maintenance Man I

Salary Range Effective 9-1-68 \$ 469 - 493 - 517 - 543 - 570

Salary Range Effective 9-1-69 \$ 493 - 517 - 543 - 570 - 598

Park Maintenance Man II

Salary Range Effective 9-1-68 \$ 505 - 530 - 556 - 584 - 613

Salary Range Effective 9-1-69 \$ 530 - 556 - 584 - 613 - 644

Park Maintenance Man III

Salary Range Effective 9-1-68 \$ 556 - 584 - 613 - 644 - 676

Salary Range Effective 9-1-69 \$ 584 - 613 - 644 - 676 - 710

Park Maintenance Specialist

Salary Range Effective 9-1-68 \$ 556 - 584 - 613 - 644 - 676

Salary Range Effective 9-1-69 \$ 584 - 613 - 644 - 676 - 710

Parking Meter Repairman-Collector

Salary Range Effective 9-1-68 \$ 517 - 543 - 570 - 598 - 628

Salary Range Effective 9-1-69 \$ 556 - 584 - 613 - 644 - 676

Parks Gardener

Salary Range Effective 9-1-68 \$ 584 - 613 - 644 - 676 - 710

Salary Range Effective 9-1-69 \$ 613 - 644 - 676 - 710 - 745

Parks Supervisor

Salary Range Effective 9-1-68 \$ 763 - 801 - 841 - 883 - 927

Salary Range Effective 9-1-69 \$ 821 - 862 - 905 - 950 - 998

CLASS

Miscellaneous Unit

Police Clerk

Salary Range Effective 9-1-68 \$ 415 - 436 - 458 - 481 - 505

Salary Range Effective 9-1-69 \$ 447 - 469 - 493 - 517 - 543

Police Stenographer

Salary Range Effective 9-1-68 \$ 436 - 458 - 481 - 505 - 530

Salary Range Effective 9-1-69 \$ 469 - 493 - 517 - 543 - 570

Poundmaster

Salary Range Effective 9-1-68 \$ 543 - 570 - 598 - 628 - 660

Salary Range Effective 9-1-69 \$ 570 - 598 - 628 - 660 - 693

Projects Officer

Salary Range Effective 9-1-68 \$ 710 - 745 - 782 - 821 - 862

Salary Range Effective 9-1-69 \$ 745 - 782 - 821 - 862 - 905

Public Works Inspector

Salary Range Effective 9-1-68 \$ 660 - 693 - 727 - 763 - 801

Salary Range Effective 9-1-69 \$ 693 - 727 - 763 - 801 - 841

Records Officer

Salary Range Effective 9-1-68 \$ 613 - 644 - 676 - 710 - 745

Salary Range Effective 9-1-69 \$ 660 - 693 - 727 - 763 - 801

Recreation Supervisor

Salary Range Effective 9-1-68 \$ 644 - 676 - 710 - 745 - 782

Salary Range Effective 9-1-69 \$ 693 - 727 - 763 - 801 - 841

Secretary to City Manager

Salary Range Effective 9-1-68 \$ 543 - 570 - 598 - 628 - 660

Salary Range Effective 9-1-69 \$ 584 - 613 - 644 - 676 - 710

CLASS

Miscellaneous Unit

Senior Account Clerk

Salary Range Effective 9-1-68 \$ 481 - 505 - 530 - 556 - 584

Salary Range Effective 9-1-69 \$ 517 - 543 - 570 - 598 - 628

Sewage Plant Operator

Salary Range Effective 9-1-68 \$ 556 - 584 - 613 - 644 - 676

Salary Range Effective 9-1-69 \$ 598 - 628 - 660 - 693 - 727

Stenographer Clerk I

Salary Range Effective 9-1-68 \$ 376 - 395 - 415 - 436 - 458

Salary Range Effective 9-1-69 \$ 405 - 425 - 447 - 469 - 493

Stenographer Clerk II

Salary Range Effective 9-1-68 \$ 415 - 436 - 458 - 481 - 505

Salary Range Effective 9-1-69 \$ 447 - 469 - 493 - 517 - 543

Stenographer Clerk III

Salary Range Effective 9-1-68 \$ 458 - 481 - 505 - 530 - 556

Salary Range Effective 9-1-69 \$ 493 - 517 - 543 - 570 - 598

Street Foreman

Salary Range Effective 9-1-68 \$ 644 - 676 - 710 - 745 - 782

Salary Range Effective 9-1-69 \$ 693 - 727 - 763 - 801 - 841

Street Painter

Salary Range Effective 9-1-68 \$ 517 - 543 - 570 - 598 - 628

Salary Range Effective 9-1-69 \$ 543 - 570 - 598 - 628 - 660

Street Supervisor

Salary Range Effective 9-1-68 \$ 763 - 801 - 841 - 883 - 927

Salary Range Effective 9-1-69 \$ 821 - 862 - 905 - 950 - 998

CLASS

Miscellaneous Unit

Street Sweeper Operator

Salary Range Effective 9-1-68 \$ 543 - 570 - 598 - 628 - 660

Salary Range Effective 9-1-69 \$ 570 - 598 - 628 - 660 - 693

Telephone Operator-Receptionist

Salary Range Effective 9-1-68 \$ 376 - 395 - 415 - 436 - 458

Salary Range Effective 9-1-69 \$ 405 - 425 - 447 - 469 - 493

Tree Trimmer

Salary Range Effective 9-1-68 \$ 556 - 584 - 613 - 644 - 676

Salary Range Effective 9-1-69 \$ 584 - 613 - 644 - 676 - 710

Typist Clerk I

Salary Range Effective 9-1-68 \$ 358 - 376 - 395 - 415 - 436

Salary Range Effective 9-1-69 \$ 385 - 405 - 425 - 447 - 469

Typist Clerk II

Salary Range Effective 9-1-68 \$ 395 - 415 - 436 - 458 - 481

Salary Range Effective 9-1-69 \$ 425 - 447 - 469 - 493 - 517

Water Services Foreman I

Salary Range Effective 9-1-68 \$ 613 - 644 - 676 - 710 - 745

Salary Range Effective 9-1-69 \$ 660 - 693 - 727 - 763 - 801

Water Services Foreman II

Salary Range Effective 9-1-68 \$ 644 - 676 - 710 - 745 - 782

Salary Range Effective 9-1-69 \$ 693 - 727 - 763 - 801 - 841

Water and Sewer Supervisor

Salary Range Effective 9-1-68 \$ 763 - 801 - 841 - 883 - 927

Salary Range Effective 9-1-69 \$ 821 - 862 - 905 - 950 - 998

2. (A) The City and the Employees Association mutually agree that at such time as the Group Insurance Plan contract is renewed, the City's medical coverage shall be amended to provide the following:

1. maximum charges for room and board as a part of hospital expenses shall be increased from \$28.00 per day to \$37.00 per day.
2. the maximum benefit during the lifetime of each insured employee or dependent shall be increased from \$10,000 to \$20,000.
3. the period of eligibility shall be amended to provide that all full-time employees hired by "Regular Appointment" as defined in Rule VII, Section 8, Rules for Personnel Administration, City of Lodi, California, who are actively at work upon completion of thirty-one (31) calendar days of continuous employment will become insured on that date.

(B) The City and the Employees Association mutually agree that monies in the form of rebates granted by the insurance carrier shall be used to offset the cost of premiums, said rebates to be applied to the City and dependent premiums in the ratio of employee/dependent claims.

3. The City and the Employees Association mutually agree that when an employee is compelled to be absent from work due to injuries or illness arising out of and in the course of

his employment he shall not be charged sick leave for the first seven (7) calendar days of said absence.

After this initial period, and with the determination that the injury or illness is compensable in accordance with Workmen's Compensation benefit criteria, the employee upon receiving said benefits paid by Workmen's Compensation will also receive compensation from the City in such an amount that when added to the Workmen's Compensation payment will equal his **regular** salary. The amount paid by the City will, after the initial seven (7) days, be charged to the employee's sick leave account. The employee's regular deductions shall be made from the amount paid by the City. The employee's net compensation shall not be greater than that net amount he would realize as a result of his regular pay schedule.

4. The City and the Employees Association mutually agree that effective January 1, 1970 police officers required to make court appearances during off-duty hours shall be compensated for such duty at the rate of time and one-half pay for actual hours involved in such appearances, but in no event shall they be paid for less than two (2) hours. Such appearances which represent an extension of a regular work day shall be compensated at the time and one-half rate only for actual hours worked.

5. The City and the Employees Association mutually agree that

effective January 1, 1970 an annual uniform allowance shall be paid to those employees in the Police Department required to wear and/or maintain a uniform in the amount of \$120; and that an annual uniform allowance shall be paid to those employees in the Fire Department required to wear and/or maintain a uniform in the amount of \$100. The uniform allowance shall be paid quarterly in the months of March, June, September and December, and shall be for the previous three (3) months service. The allowance shall be prorated for service of less than three (3) months. Probationary employees shall earn uniform allowance, but shall not receive same until they have successfully completed their probationary period and then at such time as other uniform allowance disbursements are made.

6. The City and the Employees Association mutually agree that Admission Day (September 9) shall be observed annually as a holiday and shall be subject to the City's existing holiday observance policy.
7. The City and the Employees Association mutually agree that hours worked on a holiday as part of an employees regular work schedule shall be compensated at the rate of time and one-half compensatory time off. The application of this section to employees in the Fire Department is that when such an employee works a complete 24-hour

shift which commences on a holiday said employee shall receive compensatory time off to total 18 hours.

8. The City and the Employees Association mutually agree that based on data current with the execution of this Memorandum of Understanding the salary differential between certain classes in the Parks Division and related classes in the Public Works Department is established at five (5) percent, with the latter being higher. Unless data to the contrary so indicates, this differential shall be accomplished in two stages, the first of which is accomplished by the execution of this document. The spirit of this agreement is to ultimately realize this differential of five (5) percent consistent with data.

Those classes effected and the relationship on which the differential is to be based is as follows:

Park Foreman - Street Foreman
Park Maintenance Man I - Maintenance Man I
Park Maintenance Man II - Maintenance Man II
Park Maintenance Man III - Maintenance Man III
Park Maintenance Specialist - Maintenance Man III

The class of Parks Gardener shall retain its interal relationship to other classes in the Parks Division.

9. The City and the Employees Association mutually agree that the following classes shall be reviewed during the next negotiating period as a special study:

Accounts Collector
Chief Building Inspector

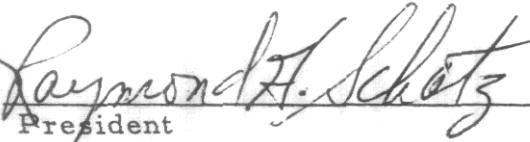
This is to be a one-time study and these classes
shall not be construed to be benchmark classes.

Except where otherwise provided herein, the terms and conditions of this
Memorandum of Understanding shall become effective February 1, 1970.

For the City of Lodi Chapter,
San Joaquin County Employees
Association, Inc.



General Manager

2/4/70
Date


President

2/4/70
Date

For the City of Lodi


Assistant City Manager

2/2/70
Date